

***Rethinking Negotiation Teaching:
Innovations for Context and Culture***

Istanbul Conference
October 14-17, 2009

Administered by Hamline University, hosted by Istanbul Bilgi University, and co-sponsored by Hamline, the JAMS Foundation, and ADR Center, of Rome, Italy, the Istanbul Conference will bring together the world's leading negotiation theorists and teachers to examine critically what we teach on negotiation and how we teach it. There will be a special emphasis on how best to "translate" teaching methodology to succeed with diverse, global audiences.

By accepting the invitation, all scholars attending are committing to write for the project's next round of publishing. Scholarly papers focused on critique of contemporary negotiation pedagogy and suggestions for "second generation" negotiation training design will be published in the second edition of *RETHINKING NEGOTIATION TEACHING: INNOVATIONS FOR CONTEXT AND CULTURE* (DRI Press) and in the Spring 2010 issue of the *HAMLIN JOURNAL OF PUBLIC LAW & POLICY*.

Part of the multi-year "Developing 'Second Generation' Global Negotiation Education" project (please visit www.hamline.edu/law/adr/negotiation2.0 for project history and to view scholarship generated to date), the Istanbul conference offers a unique opportunity to explore negotiation teaching with scholars of an ancient and distinguished culture.

1. BACKGROUND:

A significant "critique" from the project's initial conference in Rome (May 2008) was that negotiation teachers:

- 1) over-rely on "canned" material of little relevance to students; and
- 2) share an unsubstantiated belief that role plays are the one best way to teach.

2. RELEVANT ISTANBUL CONFERENCE GOAL:

Provide a "learning lab" to explore an adventure learning thesis: "authenticity as priority". This suggests that all participants:

- 1) experience directly some "real" negotiations as part of the meeting, and test existing perceptions against self-reflection on that experience (including not only "cognitive/rational" responses, but also emotional responses); and
- 2) produce scholarship that challenges the field to think more about adventure learning opportunities (and how to implement them in typical instructional settings).

RECOMMENDATIONS FROM OUR ADVISORS:

In designing "adventure learning" activities, deliberately devalue the cognitive; actively encourage creativity and use of the arts; explicitly focus on emotion.

CONFERENCE AGENDA (in brief)

Unless otherwise indicated, all events are on the Istanbul Bilgi University Dolapdere Campus (Kurtulus Deresi Caddesi No. 47). Signs will be posted throughout the campus directing you to conference venues (located either in the “Old” or “New” buildings)

WEDNESDAY, OCTOBER 14th (Room BS2 in the Old Building)

10:00 a.m. – 5:30 p.m.

“Negotiation at its Best” (foundation training for Turkish students). NOTE: Scholars are welcome, but not required or expected to attend the entire training.

Lead Trainers:

Ken Fox, Director of Conflict Studies, Hamline University; Senior Fellow, Dispute Resolution Institute, Hamline University School of Law; and Associate Professor, Hamline University School of Business

Manon Schonewille, Executive Director of MS&D International: The Trainers Academy (Amsterdam), and Lecturer, Utrecht University, interfaculty minor in business mediation and conflict management, Utrecht

Coaches:

Habib Chamoun-Nicolás, Honorary Professor, Catholic University of Santiago de Guayaquil-Ecuador; author of *NEGOTIATE LIKE A PHOENICIAN*; Founder, Keynegotiations, LLC

Noam Ebner, Assistant Professor and Online Program Chair, Werner Institute for Negotiation and Dispute Resolution, Creighton University School of Law

Idil Elveris, Lecturer and Coordinator of Clinical Programs and Working Group on Access to Justice and Judicial Reform, İstanbul Bilgi University School of Law

Vivian Feng Ying Yu, Vice-President, The Leading Negotiation Institute (Beijing)

Barbara McAdoo, Professor of Law and Senior Fellow, Dispute Resolution Institute, Hamline University School of Law

Optional Activity for Scholar Participants (1:00 – 4:30 p.m.)

“Talking Turkey: Turkish Perspectives on Business Negotiation”

Conference participants will have the opportunity to meet in small groups with English-speaking Turkish business owners at their places of business to observe how everyday business discussions and commercial transactions are handled outside the tourist sites of Istanbul. These meetings will be arranged in cooperation with the Institute for Interfaith Dialogue. Among other things, we might explore a potential contrast between what standard negotiation theory assumes as the relationship between personal, professional and community life (“little or none”) and Turkish or Islamic tradition (perhaps “everything”).

6:00-9:00 p.m. (New Building Garden)

Reception and Dinner for Students; Trainers; and Conference Participants

THURSDAY, OCTOBER 15th (Room 607 in New Building)

9:00-9:30 a.m.

Opening Plenary

9:30-11:00 a.m.

Teaching Workshop I: Lessons from Rome -- Context and Culture

Breakout Topics (Teaching demonstration, followed by small-group debrief and discussion):

Negotiation Philosophy in Chinese Characters:

(if you grow up in a symbolic language, do you think differently?)

Andrew Lee, Founder and CEO, The Leading Negotiation Institute (Beijing); and *Vivian Feng Ying Yu*, Vice-President, The Leading Negotiation Institute (Beijing)

Building an "Emotion Vocabulary"

Mario Patera, Head of the Department for Intercultural Social Competence, Faculty for Interdisciplinary Studies and Continuing Education, Alpen-Adria University of Klagenfurt -- IFF Vienna

Finding Common Ground in the Soil of Culture

Phyllis Bernard, Professor of Law and Director, Center on Alternative Dispute Resolution, Oklahoma City University School of Law

Know Your Students: Variations on How to Begin Trainings

Melissa Nelken, Professor of Law and Faculty Chair, Hastings Center for Negotiation and Dispute Resolution, UC Hastings College of Law; and *Maude Pervere*, Former Director, Gould Center for Conflict Resolution, Stanford Law School

11:00-11:30 a.m.

Break with Refreshments

11:30 a.m.-12:00 p.m.

Adventure Learning/Praxis Prep (Plenary)

12:00-3:30 p.m. (out and about in the city)

Negotiating the Spice Market (and Grand Bazaar): Adventure Learning/Praxis Activity I
(small groups to be assigned)

Team Assignment(s):

Go to the Spice Market (minibuses provided but optional)¹, and:

- a) Negotiate a purchase of food (your group's contribution to what the entire conference will share during adventure learning debrief later in the day);
- b) Negotiate for whatever else anyone in the group wants to buy;
- c) Observe negotiations (including, of course, your own);
 - What kind of "rituals" do you see?
 - How do the context and pre-conditions influence the bargaining?
 - Agree on examples of
 - the most emotionally reserved action, and
 - the most emotionally expressive action, that you witness.
- d) Interview seller(s) as to their concerns, experiences and strategies.
 - Do you get the same answers from sellers when you
 - Have already bought something before you ask them to talk with you
 - Tell them you will not buy anything from them
 - Ask these questions in the course of negotiating?

Debriefing (3:45-5:30 p.m., in groups of 10, with representatives from several adventure learning groups and an assigned facilitator)

Suggested questions:

- 1) what common teaching topics showed up?
- 2) which teachings from 1st or 2nd generation were relevant?
- 3) did they show up in ways that confirmed what was taught?
- 4) what was missing that could have been helpful?
- 5) what were your emotional responses to the activities?
- 6) how did the interviews go? Did we get very different answers from different sellers under the different conditions requested (during/after/without actual purchasing) or was there some consistency?
- 7) what does adventure learning like this add to our array of teaching/training options?
- 8) how relevant/adaptable is this for classroom use?
- 9) scholarship possibilities?

3:30-3:45 p.m.

Break with Refreshments

3:45-5:30 p.m.

Adventure Learning/Praxis Activity I Debrief (mixed groups, with representatives from different adventure learning teams)

6:00-9:00 p.m. Working Groups with Dinner

¹ Because of the threat of rain and the resulting possible lack of taxis, we have arranged for mini-buses to take you directly to the Spice Market if you wish to use them (fully recognizing the irony of taking away your opportunity to "negotiate" your way there, not to mention the absurdity of busing students of cross-cultural awareness through a foreign city). Return bus will depart the Spice Market at 2:45 p.m.

FRIDAY, OCTOBER 16TH (Room Z37 in the Old Building)

9:00-10:00 a.m.

Opening Plenary and Adventure Learning/Praxis Prep

10:00-10:30 a.m.

Break with Refreshments

10:30 a.m. - 2:15 p.m. (out and about in the city)

Negotiating Images of Istanbul: Adventure Learning/Praxis Activity II

(again in small group). This time, groups are self-selected. Please “stay diverse” and avoid the predictable! Go to neighborhoods where tourists don’t usually go – and please choose a neighborhood that your group’s Turkish member is not intimately familiar with either. In a city of 15 million this should not be difficult.

Team Assignment

Go out and about in the city (where and how is up to you). Within the area you have decided to work in, negotiate the following within your group (voting is not allowed – you must reach agreement!):

- a) Agree on something you see that the group believes best represents the *crossroads of the sacred and the secular*. Take a photo of it. (You may wish to gather photos of possible candidates for each item as you go, and negotiate which is best for the purpose later. But that is up to you.)
- b) Agree on and photograph something you see that the group believes represents the *most dangerous* thing you have seen during your walk about the city.
- c) Agree on and photograph the building that the group believes is most likely to be the “*unmarked*” *CIA headquarters* in that part of Istanbul.
- d) Agree on a self-portrait that best captures *the essence of your group*.
- e) *Add or change one thing* about this assignment (before you start or during the course of it) that would make this exercise a more effective learning experience for students of negotiation. Perform and write down the change.

Debriefing (2:15-3:30, again in larger groups, each with representatives from different adventure learning teams)

Suggested Questions:

- 1) what are the different ways that the groups modified the exercise and why?
- 2) what common teaching topics showed up?
- 3) which teachings from 1st or 2nd generation were relevant?
- 4) did they show up in ways that confirmed those teachings as currently taught?
- 5) what was missing?
- 6) emotional responses to the activities?
- 7) how are more “oblique” exercises like this one relevant for adoption/adaptation for classroom use?
- 8) scholarship possibilities?

2:15-3:30 p.m.

Adventure Learning/Praxis Activity II Debrief (mixed groups with representatives from different adventure learning teams)

3:30-3:45 p.m.

Break with Refreshments

3:45-5:30 p.m. (including brief opening and closing plenary)

Teaching Workshop II: Lessons from Rome – New Content in Practice

Breakout Topics (Teaching demonstration, followed by small group debrief and discussion):

Concealed and Embryonic Emotions: Mid-course Corrections, Lie Detection and Beyond
Clark Freshman, Professor of Law, University of California, Hastings College of Law

Lessons from Hostage/Crisis Negotiation

Calvin Chrustie, Lead Negotiator and Negotiation Strategist, Royal Canadian Mounted Police Conflict Negotiation Team, Province of British Columbia; and *Michael Tsur*, Crisis Negotiation Specialist and Think Tank Member of the Israeli Defense Force Hostage Negotiation Unit; Adjunct Professor of Mediation and Negotiation, Law Faculty and Business School, Hebrew University of Jerusalem

Email/Online Negotiation

Noam Ebner, Assistant Professor and Online Program Chair, Werner Institute for Negotiation and Dispute Resolution, Creighton University School of Law

Exploring New Avenues to Navigate Gender Bias and Stereotyping

Sandra Cheldelin, Vernon M. and Minnie I. Lynch Professor of Conflict Resolution, Institute for Conflict Analysis and Resolution, George Mason University; and *Andrea Schneider*, Professor of Law, Marquette University Law School

Dinner on your own

SATURDAY, OCTOBER 17TH (Room Z37 in the Old Building)

9:00-10:30 a.m.

Synthesis Plenary, beginning with self-reflection exercise on embedded cultural messages of the conference led by *Jayne Seminare Docherty*, Associate Professor of Conflict Studies, Eastern Mennonite University

10:30-11:00 a.m.

Break with Refreshments

11:00 a.m. – 2:30 p.m. (including working lunch)

Formation of Writing Working Groups and Closing Circle

6:00-10:00 p.m.

Optional boat trip/dinner on the Bosphorus